



Towards a brighter future

(2022 UK Gender Pay Gap Report)



At Discover Financial Services (“Discover®”) we believe that our diverse perspectives and experiences make us stronger and enable us to better serve our customers, employees, and communities.

Our diversity, equity, and inclusion (DE&I) journey is ongoing, and we are dedicated to fostering a more inclusive work environment, achieving a more diverse workforce, and ensuring equitable outcomes for our talent processes.

We are well on our way of accomplishing our DE&I aspirational goals, and we are looking forward to the opportunities ahead to make meaningful change.

Discover’s DE&I office is led by Jonita Wilson, our Chief Diversity Officer.



Jonita Wilson (she/her)

Chief Diversity Officer
Discover Financial Services

Discover® is committed to getting better every day. As we reflect on our DE&I journey, we are encouraged by our progress, but we know we can do more. We see opportunities for improvements in all areas, including representation, and are committed to acting. To that end, we have set the following goals.

Diversity

Increase the representation of women at all management levels to 50% by 2025

Equity

Establish and monitor equity measures to identify and address potential biases, which will improve attrition, hiring, and promotions

Inclusion

Achieve and maintain equally strong employee inclusion across all identity groups by 2024

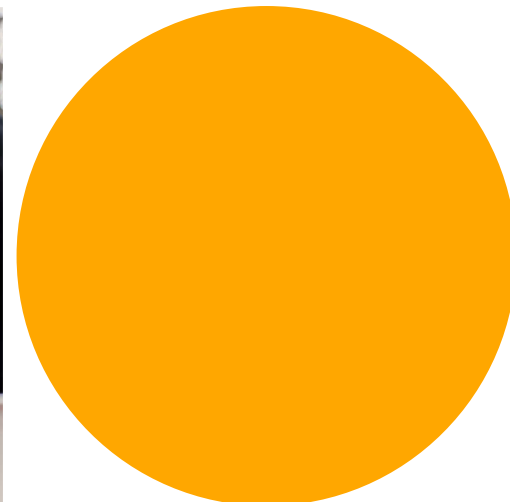


UK Gender Pay Gap Reporting Requirement

In 2017, the UK government passed a law requiring companies with more than 250 employees to annually publish gender pay gap data. As we enter year three for the purpose of the report, we share data on the mean and median gender pay gap using hourly pay and bonus pay, and the percentage of men and women in each hourly pay quartile.

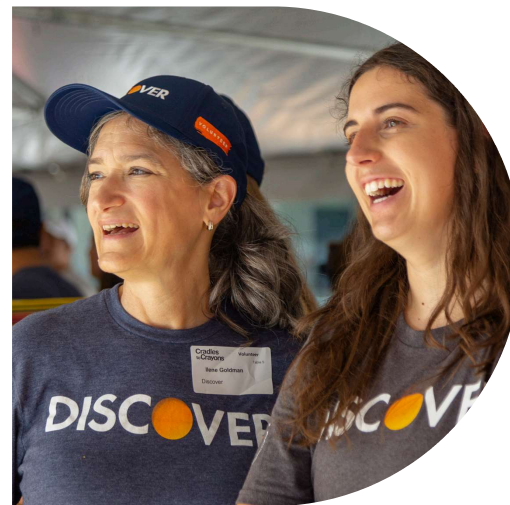
We understand the importance of being transparent as we seek to create change and drive lasting impact.

We continue to work towards progressing our aspirational goals and recognize that a diverse organization attracts and retains the best talent and makes the best decisions, allowing us to better serve our customers.



Discover UK—Background

Discover Financial Services, headquartered in Riverwoods, Illinois, is the parent company of Discover Financial Services UK LTD (“Discover® UK”). Discover UK serves primarily as our European technology hub with information technology professionals making up approximately 62% of employees. As of December 31, 2022, Discover Financial Services and all of its global affiliates employ approximately 20,200 individuals, with roughly 97% based within the United States. In 2022, Discover UK has continued to grow by 11% from 2021, reaching over 300 employees.

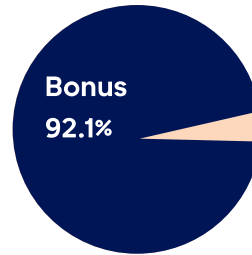


Gender Pay Gap

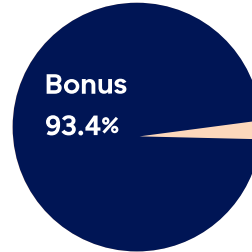
	Median	Mean
Pay Gap	14.4%	17.5%
Bonus Gap	29.8%	52.0%

% of Employees Receiving Bonus

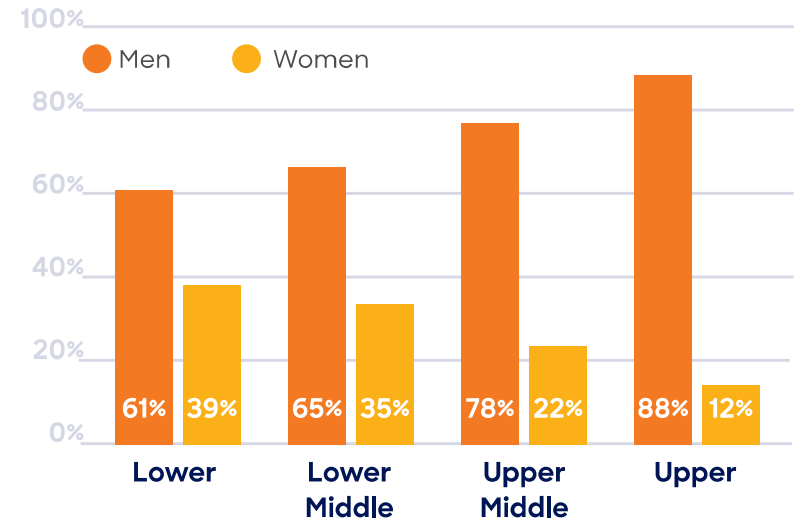
Men



Women



% of Employees in each Quartile



Gender Pay Gap Results

In 2022, our base and bonus mean pay gaps have reduced from our 2021 results. In reviewing our data, we believe this is the result of the representation of women shifting up from the lower quartile. We will continue to drive increased representation of women overall and especially at the leadership levels.

Director's Note

I confirm the figures in our disclosure are accurate and were independently reviewed by a third-party consultant (Willis Towers Watson) in accordance with their understanding of gender pay gap reporting requirements in the United Kingdom.



Finola Pierse

Director
International Human Resources